



The Chartered
Society for Worker
Health Protection

Annual *Report* 2025

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BOHS President reflects on the year



Adrian Parris

The BOHS President's role puts you in a really privileged position. I have been a volunteer and a Board Member and that gives you an idea of what a productive and valuable organisation BOHS actually is. However, as President, you get to see just how amazing our volunteers are, just how much the Faculties achieve and how hard the Head Office team work. My time as President seems to have passed so quickly, but looking back on it now, it's amazing to see how much we have achieved. My Presidential theme of leadership seems reflected in the role that BOHS and its members play in the UK.

For the first time work and health is on the national agenda, and BOHS is right in the thick of those discussions.

Whether it be fit note reform, product standards or AI regulation, we have a voice and influence over this agenda.

As President, you get to see just how amazing our volunteers are, just how much the Faculties achieve and how hard the Head Office team work.

BOHS is beginning to influence my own industry. In the nuclear sector, our close links with Hinkley Point, forged by members like *Dave Rogers* and *Kelvin Williams* and built on by *Lindsay Betts*, and the Head Office team have continued to keep health prevention in the limelight. We were able to deliver the largest construction health survey in the UK at that site. We are now opening up opportunities for the development of occupational hygiene with Sizewell C, with *Jason Hodgkiss* in a key position. BOHS has been involved in training and influencing approaches at our regulator, the Office for Nuclear Regulation and responded to its

Strategy Consultation at the end of the year. BOHS will be giving evidence to the Parliamentary Committee reviewing nuclear regulation this year as well.

The Society is not exactly a household name, but our work this year will impact homeowners. In 2021 BOHS started campaigning for better guidance and protection for workers in the Engineered Stone Industry, before any cases were reported. We have worked tirelessly with health professionals, HSE and the industry to act immediately and effectively to reduce risks for vulnerable workers, including those employed by outfits which have no interest in obeying the law. We developed our first [training app](#), aimed at this workforce, which has been used thousands of times and anecdotally has prompted workers to change employers or change jobs.

Our members have been at the forefront of research and advice to move the industry on. We have supported and informed the press campaign to shine a light on the risks to workers and that, in turn has maintained the pressure and visibility of the issue. Ultimately, it's not just engineered stone that gives rise to risk. Silicosis, HAVS, hearing loss and MSDs in the worktop industry occurs amongst traditional Stonemasons and those working with other materials. It is for this reason that the [new quality mark](#) BOHS has developed to ensure occupational hygiene supervision of manufacture across all products offers a genuine way in which the supply chain and **consumers can choose to have products which have not been produced at the cost of someone's health.**

Of course, this builds on the work that volunteers like *Mike Slater*, *Chris Keen* and myself developed or promoted through the [Breathe Freely campaign](#). It's now a

movement with global reach, operating in most of the English-Speaking world and has progressed in South America. Breathe Freely gave back to us in the form of our early guidance to the engineered stone industry, which had been developed in Australia. It is also fertile ground for others, forming a core of materials in the Health in [Construction Leadership Group's new Silica Hub](#).

This international link has been of real importance to BOHS in keeping us connected with developments and I have been privileged to travel to represent BOHS at several events across the world, building those relationships. I was delighted to sign an MOU with New Zealand and to experience the impressive AIOH conference. **Poor occupational hygiene is a global problem, but the scientific community is also one that can think globally and act locally.**

BOHS is doing more to connect with other organisations and global priorities. Like engineered stone, old problems raise their heads in new ways. For this reason, I was delighted that we made the decision to run the Legionella Conference again. This is a risk which is likely to increase with global warming and there is still so much to learn about the subject, as the conference highlighted.

Our OH2025 Conference also highlighted the potential for new technological solutions, with a Dragon's Den event highlighting that innovation can help us and discussions around AI focusing our minds on possibilities.

Occupational hygienists live with one foot in the future. We are looking forward to latent risks and anticipating them. For this reason, it was a real privilege to lead the Board in the development of our new 2026-2030 Strategy. While there is a clear

rooting in consolidation, which we need for sustainability, it is very much future-focused.

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We look to the potential and potential downsides of technology and the challenges and opportunities for the occupational hygiene workforce. I think it sets the direction for the future of a very active, ambitious and relevant Society. I hope that members of the Society will read the new [Strategy](#) document and be inspired to contribute to our future development by sharing ideas, insights and volunteering.

Being President of BOHS is the pinnacle of my volunteering career with BOHS and it has been a privilege to see just what a great organisation we are part of.

BOHS BOARD 2025

Sarah Leeson
Adrian Parris
Parmjit Gahir
Helen Pearson
Jason Hodgkiss
Dave Rogers
Jonathan Grant
Dave Flower

Helen Beattie
Craig Hendry
Jakub Lewicki
Mike Robertson
Damien Eaves
Mary Cameron
Helen Taylor
Lindsay Betts

Faculty of Occupational Hygiene Committee 2025

Dave Rogers
Chris Keen
Christian Dolphin
Alex Hills
Andrea Beswick
Justina Sebag-Montefiore
Rachel Powis
Pinky Bhatt
Andrew Stelling
Graham Newport
Neil Grace

Faculty of Asbestos Assessment and Management Committee 2025

Jonathan Grant
Darren Evans
Garry Burdett
Joanna Parker
Catherine Howard
Louise Slattery
Samantha Collins
Nick Garland
Dave Birkin



Feedback from the event

100%

of attendees thought the content either met, or greatly met their expectations.

94%

thought the conference was good value for money

92%

would recommend to a friend or colleague



Good mix of topics and length of sessions. Good mix as well with more interactive sessions to maintain energy levels.



A great event organised by fascinating and passionate people! Everyone I talked to were great people and I took a lot away from this year's event! Thanks for your welcoming attitudes as always! What a great profession we find ourselves in!



My first BOHS event after 25 years in the industry and have to say I was impressed with the event. well organised, relevant presentations and good venue great travel connections



Registrar of the Faculty of Occupational Hygiene Considers Developments in the Occupational Hygiene Profession



Dr Dave Rogers

Sarah Leeson was going to be a tough act to follow as Registrar. It's a role that has grown and developed over the years as we have become a regulated profession, with statutory registration and a regulatory role in the recognition of overseas qualifications. Beyond that, the Faculty's ambitions for the profession and workplace health continue to grow. The new [Faculty Strategy](#) for 2026-2030 outlines a vision for a modern and relevant profession and charts our course to help support it. So this year, a highlight has clearly been the job of reviewing the existing strategy and working with the Faculty Committee and Head Office to give a clear sense of direction for our members.

However, it has been important to **ensure that we build our profession on solid foundations**. Our thorough review of the Diploma in Professional Competence in Occupational Hygiene, was completed and approved by Faculty and the new guidance and support was rolled out. A roadshow of Diploma Days has been implemented, and will continue to run to support candidates. I very much enjoyed my involvement with these sessions, expertly led by *David O'Malley, Gordon Smith and Sarah Leeson*. It has been great to see new Chartered Members coming through and some of the barriers to success being overcome by really worthwhile candidates.

The Faculty is a standards body for all the profession and this year saw the completion of the review of the M Series qualifications and work on revision of the manuals that we issue to help support learners and training providers. I was pleased personally to be able to focus on the M200. Subsequently the Board approved the development of that material into an online self-study programme, "Basic Principles of Worker Health Protection."

While nothing is a substitute for in-person learning, having a tool which we can use to educate others in the basics of occupational hygiene can be part of the toolkit we need to grow awareness in sister professions, encourage more people into the profession and enable access to occupational hygiene education overseas.

For my sins, I have taken on working with *Roz Phillips* and the development team on this project, with the intention of unveiling the finished product this Summer.

The Faculty is a standards body for all the profession and the year saw the completion of the review of the M Series qualifications and work on revision of the manuals that we issue to help support learners and training providers.

Beyond training, much of what we learn as professionals comes from day-to-day learning. BOHS has reviewed how it looks at CPD across all the professionals it supports, with a view to moving away from a tick box exercise, but in full awareness of the diversity of our membership and the demands on time. The BOHS CPD framework aims to put individual professionals in charge of their CPD planning and to set appropriate milestones for maintaining current practice, broadening knowledge or progressing further, depending on what is most appropriate for their stage of career and time of life. I look forward to working with our newly-appointed Deputy Registrar, *Chris Keen* and the Supporting Professional Development Strategic

Working Group to develop a supportive and proportionate system for Occupational Hygienists to build our profession.

Beyond the Occupational Hygiene profession, the Faculty is responsible for the support of learning in a range of related fields. **This year, there has been considerable work to develop a better understanding of the Occupational Hygiene dimensions of LEV.** Not being an engineering body, BOHS is not the appropriate professional home for the LEV profession. However, the Faculty continues to have oversight and responsibility for the qualifications that the industry uses to address its standards when considering the health protection aspects of LEV.

Our examiners have been working hard to bring our P6 series up to date and to address shortcomings in the industry. Aligned with this, Head Office have worked hard to build consensus across the LEV industry about the need for consistent and independently assessed occupational hygiene standards. We are pleased that BOHS is able to work constructively with [EMADA](#), [CIBSE](#), [SAFED](#), [LEVA](#) and our regulator, as well as other industry bodies with a common understanding and purpose.

The Technical Guidance Strategic Working Group continues to run expert and tightly governed development of guidance for members, which is also freely available to anyone.

In 2026, we anticipate that, with their support, we will be launching a searchable

tool which will enable the verification of BOHS LEV qualifications to help duty-holders, employers and regulators identify whether an LEV provider has the minimum appropriate training needed to do the job. In an era of qualifications fraud and without a formal requirement for occupational hygiene training within the industry, the Faculty hopes this will make a positive impact on the market and encourage the use of LEV professionals with some trained competence in looking at the workplace health effects of poor control.

The Faculty continues to be concerned to ensure that we support our own members to act professionally. While we have limited formal complaints, we do receive feedback from members on what they observe among other professionals in terms of areas of improvement. There is an inherent set of challenges with one professional drawing attention to their perception of the work of others.

However, we do not want to be a profession which quietly acknowledges that things could be better, yet does nothing about it. To this end, the Faculty approved a membership feedback process, which will allow an informal process, subject to independent professional review to feed back to members when professional practice matters have been brought to its attention. This will be a voluntary, confidential process, aiming at supporting members to improve practice.

Another way in which the Faculty has been supporting professional practice has been through the tireless work of its Professional Publications and Communications Strategic Working Group. The group continues to run expert and tightly governed development of guidance for members, which is also freely available to anyone. Most recently, the [Diesel Engine](#)

[Exhaust Emission guidance](#) was issued with much national interest, both inside and outside of the profession. Our [COSHH guidance for the use of RPE in healthcare](#) was also referenced in WHO proceedings, illustrating how BOHS's contribution to technical understanding has significant reach.

Occupational Hygiene is still not an everyday term. However, the recent press coverage of cases of accelerated silicosis amongst engineered stone workers, has highlighted that its concerns can be of national significance. [BOHS's quality mark scheme](#), which focuses on applying controls to the fabrication of all stone and stone-like worktop processes has the potential to link supply chain and consumer choice to the health protection that workers benefit from.

The scheme addresses not just the commitment of participating firms to address Respirable Crystalline Silica exposure, but also to control noise, HAVS and ergonomic risks, while progressively removing high silica products as safer substitutes become available. It's a bold departure and may raise eyebrows, but may reflect the sort of role the Faculty needs to play in a policy context which is focused on growth and cutting red tape.

2026 saw the Faculty's membership grow, as well as the influence of the profession. This does not happen without hard work, much of it delivered by volunteers from across consulting, industry and HSE.

It is a privilege to work with all of them and makes every day a school day for me.

Growing the BOHS Community

Over 2025, we welcomed



141

New general members



97

New Faculty of Occupational Hygiene members



45

New Faculty of Asbestos Assessment and Management members

Last year we reached 840,751 people!

Social media plays a huge part in spreading our important message of protecting worker health and the only reason the above number is so high is **due to you!** By engaging with and sharing our content, you're helping to ensure that occupational hygiene remains a priority across all industries.

Key statistics

Throughout 2025, we created:

943

Posts... *that's a lot of content!*

Which you shared a grand total of:

2,501

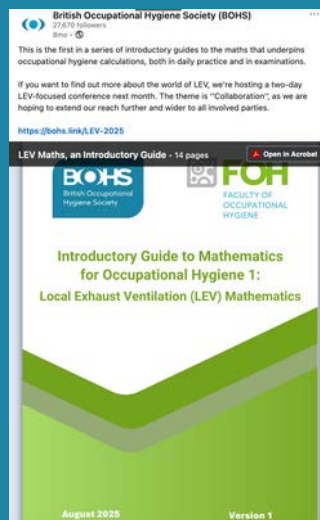
Times, *keep spreading the word!*

Which helped our accounts grow to:

36,372

Followers, *thank you all so much!*

Top 3 posts



BOHS achieved more than 50 media mentions across national, trade and online media during 2025, including:

Daily **Mail**

THE **i** PAPER



 PERSONNEL TODAY

FMJ
FACILITIES MANAGEMENT JOURNAL

EXPRESS 

ThisWeekinFM.com

This is MONEY
Established 1990

TheyWorkForYou

**Daily
Record** 

The Registrar of the Faculty of Asbestos Assessment and Management Considers How Asbestos is Back in The Headlines



Jonathan Grant

I shouldn't be surprised that every year there is another story about asbestos threatening the health of a new part of UK life. **Through 2025 and 2026, the headline story has been asbestos in play sand.** [FAAM broke the news](#) that it was available on the market in November 2025 and by early 2026 had the Office for Product Safety and Standards contacting us to explain how there could possibly be up to 5% asbestos in asbestos-free play products. It highlights that the scale of the problem is still enormous and, as a country, we still haven't got our heads around it.

Of course, Australia had signalled that this was an issue last year and travelling to Australia for [FAAMANZ](#), I continue to be so impressed how they are just getting on with things. For example, the [Asbestos and Silica Safety and Eradication Agency](#) has a clear goal, clear guidance and a very clear strategy. Bringing a sense of what is possible across to our FAAM conference, together with a growing sense of urgency and the enormity of the task is a great part of what FAAM does. The 2025 Conference had a different feel to it, with a lot more of a collaborative sense and that was really strongly felt in 2026. **Definitely our best conference yet.**

I am pleased that despite differences in missions and purpose, we are beginning to see greater cooperation across the asbestos sector. The pending launch of the Register of Qualified Asbestos Surveyors may be the first time that we launch a truly cross-industry standards initiative. I am crossing my fingers that it is so.

FAAM continues to work to support beyond just the occupational context and we have been very successful in supporting the work of people like Steve Boggan in keeping the issue in the public eye. In the background, working with Trading Standards, we want to help see bad actors driven from the sector.

The FAAM Committee is hard-working and ambitious. A slew of research and innovations are in progress and we hope 2026 will see a new Walton and Beckett style graticule available and progress on AI fibre counting, for example. We were pleased to contribute to the prioritisation of research into asbestos by HSE and value working with them, including looking towards the future in terms of the potential use of the electron microscopy. **FAAM continues to try to provide an independent science-led approach.**

To link science and practice, we need to continue to support our membership to develop professionally. The conference and webinars are a means to do this and our revision of the approach to CPD in line with the new BOHS CPD framework should drive this further. However, we do see the route to Specialist Chartered Membership for FAAM members as a real driver for this. Going beyond the launch of FAAM Fellowship, this would provide professional practice recognition to hopefully motivate and inspire people to lead at the cutting edge of the sector in terms of science, practice and standards. FOH and FAAM have started laying the groundwork for this and I hope I will see this realised before I pass on the baton as Registrar next year.

FAAM is working harder to engage and communicate with its members. We have got into a positive rhythm with the FAAM Newsletter, which has some really fascinating and useful content. We know we can do more and the review of FAAM's strategy points the Committee to having a strategic, ambitious, but achievable set of goals to strive for over the next five years.

The incorporation of asbestos into BOHS's overall strategy shows the commitment and ambition is not just the Committee's and reflects the national priority that we need to put on addressing our legacy of asbestos in the UK.

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Feedback from the event

- “ I enjoyed presenting. All the presentations were varying and gave food for thought.
- “ There was a good amount of duty holder content and a re-invigoration of improving standards.
- “ I really enjoyed presenting, and would be interested in presenting in the future.
- “ I think the talks on culture and behaviours were really thought provoking and useful and reinforced the message that without a good culture, nothing really works.
- “ A fantastic opportunity to network and to learn how others deal with asbestos management challenges.
- “ There was a broad range of expertise, speakers from all over the world, HSE presence with updated on guidance and legislation.
- “ The event was very informative with a great variety of speakers from different industries giving insight to the ways they deal with asbestos issues within their job roles.
- “ sessions and talks were well thought through / presented and targeted for their audience which you don't always get at other events.

The Honorary Secretary Reviews a Year of Membership Engagement



Helen Pearson

I always like to think of BOHS as a Society, rather than a membership body. Volunteers lead and do much of the work, supporting each other and giving often more than they receive. In the UK, this is a relatively rare model and so **I am delighted to see the membership of the Society increase** and, as older members retire, it is great to see new ones joining. *Sarah Leeson's* Presidential theme which seeks to keep our retired fellows engaged adds something more to that picture of an organisation that celebrates all forms of engagement, whether it is professional or built from personal passion.

Our Head Office membership team, *Claire Creed* and *Val Pollard*, continue to provide a wonderful personal touch and whether it is chasing for forgotten membership fees or sorting out an IT issue, they do so in a personable and friendly way. **I think that is so important in an age of Chatbots and typifies the values of the Society.**

It is also a real pleasure to see that the regional meetings are coming to life again after the pandemic. With the Faculties taking the lead on webinars, we are still able to engage nationally and be accessible, but I cannot help feeling that the networks built up through regional meetings are really important to building that sense of Society. **I am obviously really proud that the Scotland mini-conference has continued to be a success!**

These meetings also facilitate grass-roots relationships with other organisations, like [IOSH](#), which really helps professionals work to together in practice.

At a UK level, the Society continues to deepen these relationships, across the Health and Safety sector through the Partnership on Health and Safety in Scotland, the Occupational Health and Safety Alliance and the Council for Work

and Health, as well as through bilateral partnerships. BOHS has been invited to speak at a range of partner events, ranging from the Institute of Occupational Health Conference, the IOSH parliamentary event on Work and Health, the Chartered Institute of Ergonomics and Human Factors, and NEBOSH's online conference to name but a few. As well as getting visibility for the Society and the profession, it reflects a deeper sense of cooperation in practice.

Our Head Office Communications team (*Rita Grigoradou*, *Lee Kelly-Burkett* and *Joe Mott*) continue to make the Society and its achievements visible, as well as amplifying our core messages. Across webinars, videos and social media posts, they design and implement a range of media assets which maintain our presence in the digital world. This is crucial to giving BOHS a broader voice. Together with our links with the press, we have been able to see BOHS present in more of the national press than ever before – a significant achievement for a very small organisation at a time of considerable tumult in the world. We are lucky to have them and few will know the amount of additional voluntary work they do for other smaller organisations to support their comms and marketing.

We have been able to see BOHS present in more of the national press than ever before – a significant achievement for a very small organisation at a time of considerable tumult in the world.

We continue to try and keep links with Universities research, with advisory roles on several national funded projects in the

work and health area and active engagement with HSE research teams and work being undertaken in Universities. 2025 was a year where engineered stone came to the fore and BOHS members were at the forefront of getting a better understanding of these risks and supporting partners to secure funding in this field. The Society's journal, the [Annals of Workplace Exposures and Health](#) continues to be a key international vehicle for the dissemination of the science of this issue and so many others.

The Annals, a Jewel in the Crown of BOHS, typify our desire to bring science and practice together and to share learning to further our mission as a charity. We are sad that *Professor Rachael Jones* will be standing down as Chief Editor in 2026 after an amazing period of success in all the metrics that matter for an academic publication. We have a highly experienced editorial board, supported by *Roz Phillips* and so I am confident that the transition will go smoothly.

BOHS achieves a lot and at pace for a very small organisation. To do so effectively and with propriety requires a fair degree of governance oversight. Board members and those in the Faculty Committee will not be surprised to see hundreds of pages of reports over a year, documenting the decisions and activities of the Society. The oversight provided by Board and Faculty both assures risk, but also adds value to decision-making processes, while keeping activities in line with the Strategic objectives of the Society, its Mission and its operating principles.

Without straying into the Registrar of the Faculty of Occupational Hygiene's territory, it is good to see that the Professional Standards Authority for Health and Social Care see us a well-governed body and to be ahead of the curve in some areas when

it comes to governance. This is achieved through the professional support of the governance team, with *Amy Allsobrook*, *Cally Brook*, *Roz Phillips* and *Claire Creed* providing the underpinning to it all. Underpinning this, our resources finance team, *Liz Oxlade*, *Kim Wells* and *Sarb Boshle* ensure that we manage our resources prudently and effectively.

BOHS does more and more, and so its governance and risk management develops accordingly. In 2025, we constituted a new Research Governance Committee to oversee and enhance the work we are now doing to create knowledge. This is illustrative of how we have matured as a science-led Society.

Our annual Conference continues to be a focal point of Society activity, delivered alongside a range of other not-for-profit scientific conferences supported by *Marie Townshend* and the Communications Team.

In 2025, BOHS delivered a wonderful annual conference, but also the LEV Conference, the FAAM Conference and the Legionella Conference. In addition, Marie provided the logistical support for the UKHCA conference as well.

From the amazing Awards Dinner, which celebrates our achievements to the informal entertainment, BOHS events provide the opportunity for us to come together as a Society and share all good things.

The Review this year shows that we continue to have much to be proud of together, as well as the means to make a real difference to workplace health.



2025

The Workplace Health Protection Conference

100%

of attendees thought the content either met, or greatly met their expectations.

94%

thought the conference social program was "Excellent" or "Good".

100%

would recommend to a friend or colleague.

A good opportunity to meet existing customers, new customers, educational, great forum to share ideas and problems.

I find these events inspire me to produce a higher standard of work.

it was a good platform to present on the project we have worked with, getting feedback and input and engagement from others.

It is an excellent platform to learn about new issues, innovations and tools.

the OH conferences are the prime event for occ hygiene and it's an honour to be able to speak there.

A great place to get inspiration, hear about developments, & speak to like-minded people.

Honorary Treasurer's Report



Jason Hodgkiss

BOHS has developed into becoming quite an undertaking over 70 years. As well as a membership body, it is home to two professional standards bodies. It is an academic publisher and a technical publisher. It produces conferences and delivers small events and webinars. **It also supports the same amount of learners as a medium sized University, across the globe.**

As Treasurer, I get to see the volume of work, reflected in the management accounts. I also get to see the impact of global and national pressures which affect all organisations. This reporting period has seen the ongoing impact of the war in Europe and now in the Middle East. That has directly impacted our cash investments, which are ethically invested, but which reflect the uncertainty of financial markets.

We have also seen UK economic policy impacting on staff costs, including the national living wage and national insurance. Inflation in the context of everything from event space charges and travel to software licences and printing has the potential to challenge the budget every year. Some of these risks are addressed by Head Office locking in costs in advance, avoiding the outsourcing of services and seeking ever-greater efficiencies. However, our income streams are equally affected by such pressures, impacting conference attendance and course bookings.

We are fortunate to have a committed, loyal and highly expert staff base in Head Office. We were able to offer a 3% wage increase (or match the living wage) as appropriate, recognising that the cost of living rises for them. BOHS continues to retain its staff, reflecting the ethos of trying to be a good employer and ensure that working conditions are in line with our values.

BOHS is in a constant state of evolution, in line with changes in the way organisations work but also as a process of increased efficiency. Through the reporting period, the qualifications team have been fundamentally changing the way in which we manage learner registration and processing, moving towards self-registration. Led by the quality team, *Matt Hodginson* and *Heather Cooper*, and working closely with the Operations Manager, *Kelly Hunt* and the quals team (*Chantal Brown*, *Gemma Hunt*, *Karon O'Donnell*, *Julie Prince*, *Faisal Zeab*) this has been largely implemented. **It has been described as laying new rails in front of a fast moving express train.**

BOHS is in a constant state of evolution, in line with changes in the way organisations work but also as a process of increased efficiency.

BOHS qualifications have been working to ambitious targets through this period, and have on-boarded more training providers and approved more new courses than any other year in our history, largely thanks to the hard work of *Rose Holden*, our Qualifications Commercial Manager.

In this context, finishing the reporting period a little over £5k down before taking into account investment losses reflects on the hard work of the team to continue to deliver high quality services across all of our activities. We had hoped to see a nominal surplus of £500. Part of this shortfall reflects the fact that conference venues no longer wait for payment after the event, but seek full payment in advance, meaning costs incurred in the reporting

period are not matched to the income realised in the following period.

The loss in investments at the end of the accounting period had largely been recovered in April as financial markets went up and down. Much of our reserves are in the form of the BOHS Office building which is perhaps less vulnerable to the global market fluctuations. As well as the Head Office place of work and Governance meetings, the office has become a modest revenue generator in itself, thanks to the support of the BOHS Operations Manager, *Shaster Arif*. Her welcoming and attentive approach helps keep all aspects of the physical operation going strong.

As BOHS becomes busier, the volume of transactions and activity becomes greater. In 2025 the Board was pleased to agree to

changing the reporting year from a calendar year to the financial year, making financial management easier and more efficient. This has resulted in a longer reporting period for 2025-2026. The Board reviewed the financial position as at December 2025 to ensure governance and scrutiny over finance and the budget and approved a short additional budgetary period, based upon 2025 budgetary and approvals principles to extend the reporting period to March 31st.

As Treasurer, I am satisfied that we have been able to oversee the extended period to assure good governance and financial control. More importantly, the charity continues to be in good financial and operational health with the resources to continue to deliver across its range of operations and to another ambitious strategy.

Annals of Work Exposures and Health in numbers



303

Articles submitted



94

Articles were published over the 9
issues released



267,493

Total item requests



22,291

Average monthly item requests

BOHS Qualifications in Numbers

4,794

Candidates attended BOHS proficiency courses

1,069

Candidates sat our Occupational Hygiene examinations

872

Candidates sat our Local Exhaust Ventilation examinations

2,233

Candidates sat our Asbestos examinations

285

Candidates sat our Legionella examinations

87

Candidates sat our COSHH examinations

248

People attended our Endorsed courses

64

Training Partners delivered courses to people from over 40 countries

364

Candidates were progressing their higher level Professional Qualifications

38

Candidates were successful in completing their Professional Qualifications

January

We released free online training to prevent fatal disease amongst kitchen worktop workers

Alongside the HSE, Safety Remotely, Sixty Learning and the Worktop Fabricators Federation we released free online training tool to help anyone working in the kitchen worktop industry understand and control the deadly disease which is killing UK workers.

<https://live.sixtylearn.com/v/website-naMB>



February

BOHS North East Regional Coordinators held a meeting at The QuadrusCentre

Gill Cussons of Noise & Vibration Solutions presented on HSE's Four-Year Focus on Noise in the Workplace including Expectations for Duty Holders and Consultants, and Their Findings So Far.

We held a free webinar titled Asbestos Limits: A Discussion – Respiratory Protection & the OEL

The webinar examined the role and performance of respiratory protective equipment (RPE) when determining Occupational Exposure Limits (OELs) in the EU and Control Limits (CLs) in the UK.

[Rewatch the webinar here!](#)

March

We announced our partnership with the food and drink education and training council

We embarked on a significant partnership that promises to bring about substantial advancements in workplace health.

This joint initiative exemplifies our ongoing commitment to safeguarding and enhancing worker wellbeing across the food and drink sector.

The East Anglia regional coordinators held an in person meeting in Bury St Edmunds

Paul Humphrey, CMFOH, delivered a talk on “Tight-Fitting Respiratory Protection and Mask Fit Testing.”



April

The North east regional coordinators held a regional meeting at The QuadrusCentre

BOHS President-Elect Adrian Parris, presented “Breaking Down Boundaries – How to Sell Occupational Hygiene and Health.” Exploring the challenges of raising the profile of occupational health, how understanding business operations can help demonstrate the value of preventing work-related ill health, and how to approach major stakeholder engagement.

FAAM held a webinar: Research Priorities - How can FAAM contribute?

The webinar covered three key research areas:

- **Levels of asbestos before, during and after removal.**
- **How focussed workplace sampling can help define and guide current asbestos-related health risks and prioritise building replacement programmes**
- **Understanding the behaviours of actors in the system, including awareness of legal roles and responsibilities under the management of ACMs in situ and the duty to manage, to assure the effectiveness of ongoing management.**

[Catch up on the webinar here!](#)

May

We had our first all staff get together of the year in Derby!



We held our annual Asbestos conference

This two-day conference was held in Birmingham and welcomed 108 attendees, 5 exhibitors and 20 amazing speakers.

We hosted the European Platform for Occupational Hygiene webinar: Draft European Competency Framework

EPOH shared the latest updates on the development of a common European Competency Framework for Occupational Hygiene. The framework aims to define the essential skills required to assess and control workplace health risks, promoting consistency across Europe.

June

We held our virtual AGM

Officially welcoming Adrian Paris as the new President and Sarah Leeson as President-Elect, while thanking Parmjit Gahir for his service as President as he transitioned to the role of Immediate Past-President.

We held our annual conference “OH2025” in Newcastle

This 4-day event welcomed 287 attendees, 23 exhibitors and 63 speakers.

We celebrated this years award winners

Each year we recognise outstanding individuals and initiatives that have made a remarkable contribution to the improvement of ill-health within the workplace.

June

continued...

We held a webinar: Isocyanates: Air sampling, GAL, and a New Isocyanate Exposure Research Project

This was a two part webinar, part 1 explored how the Group Authority Licence (GAL) and MDHS 25/4 work together, highlighting potential issues arising from sampling.

Part 2 provided GAL users with information on a new BOHS research project, which aimed to collate and analyse isocyanate exposure and associated control data from GAL users to develop leading indicators of isocyanate risk in UK industry.

We attended the Conference and Events Awards 2025

IOHA 2024 the international conference we co-hosted in Dublin alongside the Occupational Hygiene Society of Ireland (OHSI) and the International Occupational Hygiene Association (IOHA) was nominated for the "Best Association Event"



July

The Midlands BOHS Regional Coordinators held an in person meeting

The meeting was opened by BOHS President Adrian Parris, who presented on his presidential theme: approaches to demonstrating the value of Occupational Hygiene and promoting a healthy workplace.

Next, expert presenters discussed the hazards and health effects of bioaerosols, guidance on when to sample and when not to, analytical methods, interpretation of sampling results, control measures, and more.

We released new guidance for healthcare workers and employers on the use of fluid resistant surgical masks

We released this guidance to help employers make informed PPE decisions and improve protection for staff.

Employers must assess risks from airborne diseases such as COVID-19, TB, RSV, and meningitis, and comply with COSHH regulations.

[Click here to read the full guidance.](#)

We responded to the NHS consultation on men's health

We called for urgent action to make workplace health a core part of the UK Men's Health Strategy.

Over 8,000 men die annually from occupational respiratory diseases, and more than 800,000 suffered work-related health problems. Many of these illnesses were preventable, yet workplace risks were often overlooked in health policy.

[Read the full statement.](#)

September

The London, South and South East BOHS Regional Coordinators held an in person meeting on noise

This event featured a packed programme, providing an excellent update on workplace noise management.

Speakers included:
Paul Delderfield
Alvin Woolley
Mary Cameron
Paul Spooner
Stephen Sandford

We held our first diploma day at BOHS HQ in Derby

Current and prospective Diploma candidates were invited to experience an overview of the process, have opportunities to ask questions of the Diploma team, and the chance to meet examiners and practise the Professional Discussion with colleagues in a supportive environment.

We released an introductory Guide to LEV Mathematics

Covering essential calculations for designing and testing Local Exhaust Ventilation (LEV) systems, including area formulas (circles, squares) and principles for flow rates and pressure losses.

[Check it out.](#)

October

We held LEV 2025

A two day local exhaust ventilation focused conference took place in Birmingham, with this year's core theme being collaboration.

The North East Regional Coordinators held a meeting on Metalworking Fluid

Duncan Smith, Head of the Health Unit at the HSE Specialist Division, delivered two insightful presentations.

These covered HSE's expectations for the assessment and reporting of metalworking fluids, alongside a general update on HSE findings from current interventions with occupational hygiene consultancies.

October

continued...

We held our second diploma day

This one was based in London and hosted over 15 people!

The BOHS Africa region held a free to attend webinar

The session opened with a welcome from a BOHS President, Adrian Paris. This was followed by a presentation from Lee Heffernan on the revised benzene Occupational Exposure Limits (OELs) in the EU and the updated ACGIH TLV. Tomas Gabor then presented on microbiological sampling, and the session concluded with a discussion of the new WHO report on climate change and the risks of heat stress for workers.

[You can catch up on the webinar here.](#)

November

We responded to the Mayfield Review

The review focused on managerial language but overlooked the root causes of ill-health - such as exposure to hazards and poor working conditions.

BOHS urged stronger standards, qualified occupational health providers, and enforcement to protect workers effectively.

[Read the full response.](#)

We Co-hosted the 4th annual UKHCA conference

Taking place in Manchester, the UK Hearing Conservation Society held this one day event that welcomed 87 delegates, 8 exhibitors and 14 speakers spreading the important message of hearing conservation.

LISTEN UP CONFERENCE 2025

November

continued...

We attended the Trades Union Congress Safety Reps Connect event in Leeds

We promoted our Breathe Freely campaign, an initiative focused on reducing occupational lung disease in the UK by raising awareness of risks and promoting practical solutions to protect workers' health.



**We issued a press release
Warning of Asbestos
Contaminated Play Sand**

We warned that inhalation can cause serious, irreversible health issues and highlighted risks from inexpensive imports that bypass stricter standards.

We also urged for reinstatement of the precautionary principle in UK product safety laws to prevent harm before it occurs.

[Read the full press release.](#)

November

continued...

The Yorkshire and East Midlands Regional Coordinators held an in person meeting

The session featured presentations from Matt Green of TSI on “Efficiency Meets Intelligence – TSI Omnitrak™ Real-Time IAQ Monitoring Solution,” David Towler of the HSE on HSE inspections focused on dusty ingredients, and Mike Robertson of Rolls-Royce Plc, who presented a case study on vibration management programmes.

We hosted Legionella 2025

The conference explored the complexities of managing intricate water systems and considered how Legionella control could be integrated into the lifecycle of these systems.

We held our final diploma day of the year

This one was based in Edinburgh and hosted 11 people interested in earning the Diploma of Operational Competence in Occupational Hygiene, the highest UK qualification for occupational hygienists.

December

The London and South East Regional Coordinators held an in person meeting

The session provided a retrospective look at how occupational hygiene practice has evolved over the past 20 to 30 years.

It was primarily designed for those in the latter stages of their careers, or who have retired, to reflect on how the field has changed and how they have supported the professional development of other hygienists.

We held a free webinar titled: AirPods – A Review and Discussion of Their Hearing-Protection Features

The webinar, hosted in collaboration with the UKHCA, reviewed their recent EN 352 certification, compared performance with typical hearing protection devices, and clarified what AirPods could (and could not) deliver in real-world noisy workplaces.

[You can watch the whole session here.](#)

We held a free webinar, the Faculty of Asbestos Assessment and Management response to the HSE Asbestos Consultation

Members of the FAAM Committee outlined the key issues for FAAM members arising from the HSE consultation, with particular focus on improving the standards of asbestos surveying and the importance of professional accreditation.



The Chartered Society for Worker Health Protection

BOHS is a Chartered, science-based, charitable body that provides information, expertise and guidance in the recognition, evaluation, control and management of workplace health risks.

BOHS was founded in 1953: it is a learned society, publishing the world-renowned, scientific, peer-reviewed journal, *Annals of Work Exposures and Health*, and the only professional society representing qualified occupational hygienists in the UK. The Society supports, develops and connects its members with resources, guidance, events and training.

Its Faculty of Occupational Hygiene sets professional standards and is the only UK examining board for qualifications in occupational hygiene that are recognised internationally.

BOHS is the only occupational hygiene organisation to be awarded a Royal Charter: this was granted in April 2013 in recognition of BOHS' unique and pre-eminent role as the leading authority in occupational disease prevention.

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